



DEPARTMENT OF PERSONNEL

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www.state.nv.us/personnel/

MEMO PERD #21/05

June 14, 2005

TO: Department Directors
FROM: Jeanne Greene, Director
Department of Personnel
SUBJECT: AB 577 - PAY BILL IMPLEMENTATION

Assembly Bill 577 of the 2005 Legislative session was passed by both houses and is anticipated to be approved by the Governor. This bill provides for a number of employee pay related changes. The following summarizes the impact of this bill:

Classified Employees

Grants a 2% cost-of-living adjustment on 7/1/05 and another 4% cost-of-living adjustment on 7/1/06.

Adds a 10th step to the pay schedules.

- Grants a two-grade increase for certain law enforcement, correctional officer, nursing, dispatch, and youth corrections personnel.

Unclassified Employees

- Grants a 2% cost-of-living adjustment on 7/1/05 and another 4% cost-of-living adjustment on 7/1/06.
- Allocated all department directors, deputy directors, division administrators, attorneys, physicians, psychiatrists, dentists, pharmacists, veterinarians and executive assistant *positions* to the unclassified service. Deputy administrators currently in the classified service remained in the classified service and unclassified deputy administrators retained their unclassified status. (Positions will become unclassified, however the incumbent may elect to remain classified as summarized below.)
- If the current salary for an unclassified employee exceeds the maximum salary set forth in AB 577, the incumbent will be retained at the salary rate in effect on 6/30/05 and will be eligible for cost-of-living adjustments granted to other unclassified positions as long as they remain in their current position.

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- Allows current classified employees whose positions are allocated to the unclassified service the option to remain classified, at the classified rate of pay including any cost-of-living adjustments and merit salary increases, until they vacate that position.
- If the current employee chooses to be moved to the unclassified service, that position cannot be reverted back to classified service. Future vacancies must be filled by an unclassified employee.

To ensure that all current employees whose positions are converting to unclassified service are notified of their option to remain in the classified service, the Department of Personnel is requesting that each affected employee complete an acknowledgement form. Current classified employees choosing to remain in the classified service must complete the acknowledgement form and forward it to State Personnel Records by June 24, 2005. Current classified employees choosing to go into the unclassified service must complete the acknowledgement form, and this form must then be attached to the ESMT and sent to State Personnel Records. In order to receive the salary designated for the unclassified position effective July 1st, these documents must be submitted by June 24, 2005. If an acknowledgement form and ESMT are not submitted the employee will remain classified.

If your agency has classified employees who will be making the election, a list identifying affected positions is attached for your reference. Please audit this list against your records to ensure that no current employees were inadvertently missed. If the position is vacant on 6/30/05, the next incumbent must be unclassified.

A separate memorandum (PERD 22/05) addressed to agency personnel liaisons and representatives and pay clerks instructing them on how to process the various changes resulting from AB 577 is forthcoming.

Two sets of *classified* compensation schedules are attached. The first set, effective July 1, 2005, reflects a 2% cost-of-living increase and an additional step on the schedule. The second set, effective the first monthly retirement reporting period commencing on or after July 1, 2005, reflects a reduction to the State's retirement contribution for regular members participating in the Employer-Paid Contribution plan from 20.25% to 19.75%. There is no change to the contribution rate for regular members contributing under the Employee/Employer Contribution plan. Rates for police/fire members increased from 28.50% to 32.00% under the Employer-Paid Contribution plan and from 14.75% to 16.50% for police/fire members contributing under the Employee/Employer Contribution plan.

The *unclassified* and *classified medical* compensation schedules will be available by June 17, 2005. Compensation schedules for *elected officials* were not subject to adjustment at this time, and therefore, they have not been updated. All revised compensation schedules will be available on the Department of Personnel's website at <http://dop.nv.gov> no later than June 17, 2005.

Thank you for your assistance. If you have any questions regarding this information, please contact Shelley Blotter at (775) 684-0105.

JG:sb

Attachment

cc: Agency Personnel Liaisons

PAY POLICY 01
CLASSIFIED ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (EES/ERS)
COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/2005

HOURLY RATE	GRADE AND STEP										<----- APPROXIMATE SALARY ----->			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
7.63	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	610.40	1,327.62	663.81	15,931.44
7.89	10-02	11-01	.....	.....	.....	.....	.....	.....	.....	.....	631.20	1,372.86	686.43	16,474.32
8.16	10-03	11-02	12-01	.....	.....	.....	.....	.....	.....	.....	652.80	1,419.84	709.92	17,038.08
8.44	10-04	11-03	12-02	13-01	.....	.....	.....	.....	.....	.....	675.20	1,468.56	734.28	17,622.72
8.72	10-05	11-04	12-03	13-02	14-01	.....	.....	.....	.....	.....	697.60	1,517.28	758.64	18,207.36
9.04	10-06	11-05	12-04	13-03	14-02	15-01	.....	.....	.....	.....	723.20	1,572.96	786.48	18,875.52
9.35	10-07	11-06	12-05	13-04	14-03	15-02	16-01	.....	.....	.....	748.00	1,626.90	813.45	19,522.80
9.70	10-08	11-07	12-06	13-05	14-04	15-03	16-02	17-01	.....	.....	776.00	1,687.80	843.90	20,253.60
10.06	10-09	11-08	12-07	13-06	14-05	15-04	16-03	17-02	18-01	.....	804.80	1,750.44	875.22	21,005.28
10.42	10-10	11-09	12-08	13-07	14-06	15-05	16-04	17-03	18-02	19-01	833.60	1,813.08	906.54	21,756.96
10.81	20-01	11-10	12-09	13-08	14-07	15-06	16-05	17-04	18-03	19-02	864.80	1,880.94	940.47	22,571.28
11.25	20-02	21-01	12-10	13-09	14-08	15-07	16-06	17-05	18-04	19-03	900.00	1,957.50	978.75	23,490.00
11.65	20-03	21-02	22-01	13-10	14-09	15-08	16-07	17-06	18-05	19-04	932.00	2,027.10	1,013.55	24,325.20
12.12	20-04	21-03	22-02	23-01	14-10	15-09	16-08	17-07	18-06	19-05	969.60	2,108.88	1,054.44	25,306.56
12.62	20-05	21-04	22-03	23-02	24-01	15-10	16-09	17-08	18-07	19-06	1,009.60	2,195.88	1,097.94	26,350.56
13.11	20-06	21-05	22-04	23-03	24-02	25-01	16-10	17-09	18-08	19-07	1,048.80	2,281.14	1,140.57	27,373.68
13.63	20-07	21-06	22-05	23-04	24-03	25-02	26-01	17-10	18-09	19-08	1,090.40	2,371.62	1,185.81	28,459.44
14.18	20-08	21-07	22-06	23-05	24-04	25-03	26-02	27-01	18-10	19-09	1,134.40	2,467.32	1,233.66	29,607.84
14.78	20-09	21-08	22-07	23-06	24-05	25-04	26-03	27-02	28-01	19-10	1,182.40	2,571.72	1,285.86	30,860.64
15.40	20-10	21-09	22-08	23-07	24-06	25-05	26-04	27-03	28-02	29-01	1,232.00	2,679.60	1,339.80	32,155.20
16.03	30-01	21-10	22-09	23-08	24-07	25-06	26-05	27-04	28-03	29-02	1,282.40	2,789.22	1,394.61	33,470.64
16.72	30-02	31-01	22-10	23-09	24-08	25-07	26-06	27-05	28-04	29-03	1,337.60	2,909.28	1,454.64	34,911.36
17.41	30-03	31-02	32-01	23-10	24-09	25-08	26-07	27-06	28-05	29-04	1,392.80	3,029.34	1,514.67	36,352.08
18.19	30-04	31-03	32-02	33-01	24-10	25-09	26-08	27-07	28-06	29-05	1,455.20	3,165.06	1,582.53	37,980.72
18.95	30-05	31-04	32-03	33-02	34-01	25-10	26-09	27-08	28-07	29-06	1,516.00	3,297.30	1,648.65	39,567.60
19.78	30-06	31-05	32-04	33-03	34-02	35-01	26-10	27-09	28-08	29-07	1,582.40	3,441.72	1,720.86	41,300.64
20.66	30-07	31-06	32-05	33-04	34-03	35-02	36-01	27-10	28-09	29-08	1,652.80	3,594.84	1,797.42	43,138.08
21.57	30-08	31-07	32-06	33-05	34-04	35-03	36-02	37-01	28-10	29-09	1,725.60	3,753.18	1,876.59	45,038.16
22.51	30-09	31-08	32-07	33-06	34-05	35-04	36-03	37-02	38-01	29-10	1,800.80	3,916.74	1,958.37	47,000.88
23.53	30-10	31-09	32-08	33-07	34-06	35-05	36-04	37-03	38-02	39-01	1,882.40	4,094.22	2,047.11	49,130.64
24.59	40-01	31-10	32-09	33-08	34-07	35-06	36-05	37-04	38-03	39-02	1,967.20	4,278.66	2,139.33	51,343.92
25.70	40-02	41-01	32-10	33-09	34-08	35-07	36-06	37-05	38-04	39-03	2,056.00	4,471.80	2,235.90	53,661.60
26.89	40-03	41-02	42-01	33-10	34-09	35-08	36-07	37-06	38-05	39-04	2,151.20	4,678.86	2,339.43	56,146.32
28.10	40-04	41-03	42-02	43-01	34-10	35-09	36-08	37-07	38-06	39-05	2,248.00	4,889.40	2,444.70	58,672.80
29.38	40-05	41-04	42-03	43-02	44-01	35-10	36-09	37-08	38-07	39-06	2,350.40	5,112.12	2,556.06	61,345.44
30.74	40-06	41-05	42-04	43-03	44-02	45-01	36-10	37-09	38-08	39-07	2,459.20	5,348.76	2,674.38	64,185.12
32.16	40-07	41-06	42-05	43-04	44-03	45-02	46-01	37-10	38-09	39-08	2,572.80	5,595.84	2,797.92	67,150.08
33.67	40-08	41-07	42-06	43-05	44-04	45-03	46-02	47-01	38-10	39-09	2,693.60	5,858.58	2,929.29	70,302.96
35.23	40-09	41-08	42-07	43-06	44-05	45-04	46-03	47-02	48-01	39-10	2,818.40	6,130.02	3,065.01	73,560.24
36.88	40-10	41-09	42-08	43-07	44-06	45-05	46-04	47-03	48-02	49-01	2,950.40	6,417.12	3,208.56	77,005.44
38.62	50-01	41-10	42-09	43-08	44-07	45-06	46-05	47-04	48-03	49-02	3,089.60	6,719.88	3,359.94	80,638.56
40.45	50-02	51-01	42-10	43-09	44-08	45-07	46-06	47-05	48-04	49-03	3,236.00	7,038.30	3,519.15	84,459.60
42.37	50-03	51-02	52-01	43-10	44-09	45-08	46-07	47-06	48-05	49-04	3,389.60	7,372.38	3,686.19	88,468.56
44.38	50-04	51-03	52-02	53-01	44-10	45-09	46-08	47-07	48-06	49-05	3,550.40	7,722.12	3,861.06	92,665.44
46.50	50-05	51-04	52-03	53-02	54-01	45-10	46-09	47-08	48-07	49-06	3,720.00	8,091.00	4,045.50	97,092.00
48.74	50-06	51-05	52-04	53-03	54-02	55-01	46-10	47-09	48-08	49-07	3,899.20	8,480.76	4,240.38	101,769.12
51.08	50-07	51-06	52-05	53-04	54-03	55-02	.....	47-10	48-09	49-08	4,086.40	8,887.92	4,443.96	106,655.04
53.53	50-08	51-07	52-06	53-05	54-04	55-03	.....	.....	48-10	49-09	4,282.40	9,314.22	4,657.11	111,770.64
56.10	50-09	51-08	52-07	53-06	54-05	55-04	.....	.....	.....	49-10	4,488.00	9,761.40	4,880.70	117,136.80
58.79	50-10	51-09	52-08	53-07	54-06	55-05	.....	.....	.....	.....	4,703.20	10,229.46	5,114.73	122,753.52
61.65	.....	51-10	52-09	53-08	54-07	55-06	.....	.....	.....	.....	4,932.00	10,727.10	5,363.55	128,725.20
64.64	.....	.....	52-10	53-09	54-08	55-07	.....	.....	.....	.....	5,171.20	11,247.36	5,623.68	134,968.32
67.77	.....	.....	.....	53-10	54-09	55-08	.....	.....	.....	.....	5,421.60	11,791.98	5,895.99	141,503.76
71.05	.....	.....	.....	.....	54-10	55-09	.....	.....	.....	.....	5,684.00	12,362.70	6,181.35	148,352.40
74.33	.....	.....	.....	.....	.....	55-10	.....	.....	.....	.....	5,946.40	12,933.42	6,466.71	155,201.04

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 10.50%.
MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 14.75%.

PAY POLICY 02
CLASSIFIED ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/2005

HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
6.93	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	554.40	1,205.82	602.91	14,469.84
7.16	10-02	11-01	.....	.....	.....	.....	.....	.....	.....	.....	572.80	1,245.84	622.92	14,950.08
7.41	10-03	11-02	12-01	.....	.....	.....	.....	.....	.....	.....	592.80	1,289.34	644.67	15,472.08
7.66	10-04	11-03	12-02	13-01	.....	.....	.....	.....	.....	.....	612.80	1,332.84	666.42	15,994.08
7.92	10-05	11-04	12-03	13-02	14-01	.....	.....	.....	.....	.....	633.60	1,378.08	689.04	16,536.96
8.21	10-06	11-05	12-04	13-03	14-02	15-01	.....	.....	.....	.....	656.80	1,428.54	714.27	17,142.48
8.49	10-07	11-06	12-05	13-04	14-03	15-02	16-01	.....	.....	.....	679.20	1,477.26	738.63	17,727.12
8.81	10-08	11-07	12-06	13-05	14-04	15-03	16-02	17-01	.....	.....	704.80	1,532.94	766.47	18,395.28
9.14	10-09	11-08	12-07	13-06	14-05	15-04	16-03	17-02	18-01	.....	731.20	1,590.36	795.18	19,084.32
9.46	10-10	11-09	12-08	13-07	14-06	15-05	16-04	17-03	18-02	19-01	756.80	1,646.04	823.02	19,752.48
9.82	20-01	11-10	12-09	13-08	14-07	15-06	16-05	17-04	18-03	19-02	785.60	1,708.68	854.34	20,504.16
10.22	20-02	21-01	12-10	13-09	14-08	15-07	16-06	17-05	18-04	19-03	817.60	1,778.28	889.14	21,339.36
10.58	20-03	21-02	22-01	13-10	14-09	15-08	16-07	17-06	18-05	19-04	846.40	1,840.92	920.46	22,091.04
11.01	20-04	21-03	22-02	23-01	14-10	15-09	16-08	17-07	18-06	19-05	880.80	1,915.74	957.87	22,988.88
11.46	20-05	21-04	22-03	23-02	24-01	15-10	16-09	17-08	18-07	19-06	916.80	1,994.04	997.02	23,928.48
11.90	20-06	21-05	22-04	23-03	24-02	25-01	16-10	17-09	18-08	19-07	952.00	2,070.60	1,035.30	24,847.20
12.38	20-07	21-06	22-05	23-04	24-03	25-02	26-01	17-10	18-09	19-08	990.40	2,154.12	1,077.06	25,849.44
12.88	20-08	21-07	22-06	23-05	24-04	25-03	26-02	27-01	18-10	19-09	1,030.40	2,241.12	1,120.56	26,893.44
13.42	20-09	21-08	22-07	23-06	24-05	25-04	26-03	27-02	28-01	19-10	1,073.60	2,335.08	1,167.54	28,020.96
13.98	20-10	21-09	22-08	23-07	24-06	25-05	26-04	27-03	28-02	29-01	1,118.40	2,432.52	1,216.26	29,190.24
14.56	30-01	21-10	22-09	23-08	24-07	25-06	26-05	27-04	28-03	29-02	1,164.80	2,533.44	1,266.72	30,401.28
15.18	30-02	31-01	22-10	23-09	24-08	25-07	26-06	27-05	28-04	29-03	1,214.40	2,641.32	1,320.66	31,695.84
15.81	30-03	31-02	32-01	23-10	24-09	25-08	26-07	27-06	28-05	29-04	1,264.80	2,750.94	1,375.47	33,011.28
16.52	30-04	31-03	32-02	33-01	24-10	25-09	26-08	27-07	28-06	29-05	1,321.60	2,874.48	1,437.24	34,493.76
17.21	30-05	31-04	32-03	33-02	34-01	25-10	26-09	27-08	28-07	29-06	1,376.80	2,994.54	1,497.27	35,934.48
17.96	30-06	31-05	32-04	33-03	34-02	35-01	26-10	27-09	28-08	29-07	1,436.80	3,125.04	1,562.52	37,500.48
18.76	30-07	31-06	32-05	33-04	34-03	35-02	36-01	27-10	28-09	29-08	1,500.80	3,264.24	1,632.12	39,170.88
19.59	30-08	31-07	32-06	33-05	34-04	35-03	36-02	37-01	28-10	29-09	1,567.20	3,408.66	1,704.33	40,903.92
20.44	30-09	31-08	32-07	33-06	34-05	35-04	36-03	37-02	38-01	29-10	1,635.20	3,556.56	1,778.28	42,678.72
21.37	30-10	31-09	32-08	33-07	34-06	35-05	36-04	37-03	38-02	39-01	1,709.60	3,718.38	1,859.19	44,620.56
22.33	40-01	31-10	32-09	33-08	34-07	35-06	36-05	37-04	38-03	39-02	1,786.40	3,885.42	1,942.71	46,625.04
23.34	40-02	41-01	32-10	33-09	34-08	35-07	36-06	37-05	38-04	39-03	1,867.20	4,061.16	2,030.58	48,733.92
24.42	40-03	41-02	42-01	33-10	34-09	35-08	36-07	37-06	38-05	39-04	1,953.60	4,249.08	2,124.54	50,988.96
25.52	40-04	41-03	42-02	43-01	34-10	35-09	36-08	37-07	38-06	39-05	2,041.60	4,440.48	2,220.24	53,285.76
26.68	40-05	41-04	42-03	43-02	44-01	35-10	36-09	37-08	38-07	39-06	2,134.40	4,642.32	2,321.16	55,707.84
27.91	40-06	41-05	42-04	43-03	44-02	45-01	36-10	37-09	38-08	39-07	2,232.80	4,856.34	2,428.17	58,276.08
29.20	40-07	41-06	42-05	43-04	44-03	45-02	46-01	37-10	38-09	39-08	2,336.00	5,080.80	2,540.40	60,969.60
30.57	40-08	41-07	42-06	43-05	44-04	45-03	46-02	47-01	38-10	39-09	2,445.60	5,319.18	2,659.59	63,830.16
31.99	40-09	41-08	42-07	43-06	44-05	45-04	46-03	47-02	48-01	39-10	2,559.20	5,566.26	2,783.13	66,795.12
33.49	40-10	41-09	42-08	43-07	44-06	45-05	46-04	47-03	48-02	49-01	2,679.20	5,827.26	2,913.63	69,927.12
35.07	50-01	41-10	42-09	43-08	44-07	45-06	46-05	47-04	48-03	49-02	2,805.60	6,102.18	3,051.09	73,226.16
36.73	50-02	51-01	42-10	43-09	44-08	45-07	46-06	47-05	48-04	49-03	2,938.40	6,391.02	3,195.51	76,692.24
38.47	50-03	51-02	52-01	43-10	44-09	45-08	46-07	47-06	48-05	49-04	3,077.60	6,693.78	3,346.89	80,325.36
40.30	50-04	51-03	52-02	53-01	44-10	45-09	46-08	47-07	48-06	49-05	3,224.00	7,012.20	3,506.10	84,146.40
42.22	50-05	51-04	52-03	53-02	54-01	45-10	46-09	47-08	48-07	49-06	3,377.60	7,346.28	3,673.14	88,155.36
44.26	50-06	51-05	52-04	53-03	54-02	55-01	46-10	47-09	48-08	49-07	3,540.80	7,701.24	3,850.62	92,414.88
46.38	50-07	51-06	52-05	53-04	54-03	55-02	.....	47-10	48-09	49-08	3,710.40	8,070.12	4,035.06	96,841.44
48.61	50-08	51-07	52-06	53-05	54-04	55-03	.....	.....	48-10	49-09	3,888.80	8,458.14	4,229.07	101,497.68
50.94	50-09	51-08	52-07	53-06	54-05	55-04	.....	.....	.....	49-10	4,075.20	8,863.56	4,431.78	106,362.72
53.38	50-10	51-09	52-08	53-07	54-06	55-05	.....	.....	.....	.....	4,270.40	9,288.12	4,644.06	111,457.44
55.98	.....	51-10	52-09	53-08	54-07	55-06	.....	.....	.....	.....	4,478.40	9,740.52	4,870.26	116,886.24
58.70	.....	.....	52-10	53-09	54-08	55-07	.....	.....	.....	.....	4,696.00	10,213.80	5,106.90	122,565.60
61.54	.....	.....	.....	53-10	54-09	55-08	.....	.....	.....	.....	4,923.20	10,707.96	5,353.98	128,495.52
64.52	.....	.....	.....	.....	54-10	55-09	.....	.....	.....	.....	5,161.60	11,226.48	5,613.24	134,717.76
67.50	.....	.....	.....	.....	.....	55-10	.....	.....	.....	.....	5,400.00	11,745.00	5,872.50	140,940.00

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 20.25%.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .90806.

PAY POLICY 03
CLASSIFIED ON POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/2005

HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
6.64	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	531.20	1,155.36	577.68	13,864.32
6.87	10-02	11-01	.....	.....	.....	.....	.....	.....	.....	.....	549.60	1,195.38	597.69	14,344.56
7.11	10-03	11-02	12-01	.....	.....	.....	.....	.....	.....	.....	568.80	1,237.14	618.57	14,845.68
7.35	10-04	11-03	12-02	13-01	.....	.....	.....	.....	.....	.....	588.00	1,278.90	639.45	15,346.80
7.59	10-05	11-04	12-03	13-02	14-01	.....	.....	.....	.....	.....	607.20	1,320.66	660.33	15,847.92
7.87	10-06	11-05	12-04	13-03	14-02	15-01	.....	.....	.....	.....	629.60	1,369.38	684.69	16,432.56
8.14	10-07	11-06	12-05	13-04	14-03	15-02	16-01	.....	.....	.....	651.20	1,416.36	708.18	16,996.32
8.45	10-08	11-07	12-06	13-05	14-04	15-03	16-02	17-01	.....	.....	676.00	1,470.30	735.15	17,643.60
8.76	10-09	11-08	12-07	13-06	14-05	15-04	16-03	17-02	18-01	.....	700.80	1,524.24	762.12	18,290.88
9.07	10-10	11-09	12-08	13-07	14-06	15-05	16-04	17-03	18-02	19-01	725.60	1,578.18	789.09	18,938.16
9.41	20-01	11-10	12-09	13-08	14-07	15-06	16-05	17-04	18-03	19-02	752.80	1,637.34	818.67	19,648.08
9.80	20-02	21-01	12-10	13-09	14-08	15-07	16-06	17-05	18-04	19-03	784.00	1,705.20	852.60	20,462.40
10.15	20-03	21-02	22-01	13-10	14-09	15-08	16-07	17-06	18-05	19-04	812.00	1,766.10	883.05	21,193.20
10.56	20-04	21-03	22-02	23-01	14-10	15-09	16-08	17-07	18-06	19-05	844.80	1,837.44	918.72	22,049.28
10.99	20-05	21-04	22-03	23-02	24-01	15-10	16-09	17-08	18-07	19-06	879.20	1,912.26	956.13	22,947.12
11.42	20-06	21-05	22-04	23-03	24-02	25-01	16-10	17-09	18-08	19-07	913.60	1,987.08	993.54	23,844.96
11.87	20-07	21-06	22-05	23-04	24-03	25-02	26-01	17-10	18-09	19-08	949.60	2,065.38	1,032.69	24,784.56
12.35	20-08	21-07	22-06	23-05	24-04	25-03	26-02	27-01	18-10	19-09	988.00	2,148.90	1,074.45	25,786.80
12.87	20-09	21-08	22-07	23-06	24-05	25-04	26-03	27-02	28-01	19-10	1,029.60	2,239.38	1,119.69	26,872.56
13.41	20-10	21-09	22-08	23-07	24-06	25-05	26-04	27-03	28-02	29-01	1,072.80	2,333.34	1,166.67	28,000.08
13.96	30-01	21-10	22-09	23-08	24-07	25-06	26-05	27-04	28-03	29-02	1,116.80	2,429.04	1,214.52	29,148.48
14.56	30-02	31-01	22-10	23-09	24-08	25-07	26-06	27-05	28-04	29-03	1,164.80	2,533.44	1,266.72	30,401.28
15.16	30-03	31-02	32-01	23-10	24-09	25-08	26-07	27-06	28-05	29-04	1,212.80	2,637.84	1,318.92	31,654.08
15.84	30-04	31-03	32-02	33-01	24-10	25-09	26-08	27-07	28-06	29-05	1,267.20	2,756.16	1,378.08	33,073.92
16.50	30-05	31-04	32-03	33-02	34-01	25-10	26-09	27-08	28-07	29-06	1,320.00	2,871.00	1,435.50	34,452.00
17.23	30-06	31-05	32-04	33-03	34-02	35-01	26-10	27-09	28-08	29-07	1,378.40	2,998.02	1,499.01	35,976.24
17.99	30-07	31-06	32-05	33-04	34-03	35-02	36-01	27-10	28-09	29-08	1,439.20	3,130.26	1,565.13	37,563.12
18.79	30-08	31-07	32-06	33-05	34-04	35-03	36-02	37-01	28-10	29-09	1,503.20	3,269.46	1,634.73	39,233.52
19.60	30-09	31-08	32-07	33-06	34-05	35-04	36-03	37-02	38-01	29-10	1,568.00	3,410.40	1,705.20	40,924.80
20.49	30-10	31-09	32-08	33-07	34-06	35-05	36-04	37-03	38-02	39-01	1,639.20	3,565.26	1,782.63	42,783.12
21.42	40-01	31-10	32-09	33-08	34-07	35-06	36-05	37-04	38-03	39-02	1,713.60	3,727.08	1,863.54	44,724.96
22.38	40-02	41-01	32-10	33-09	34-08	35-07	36-06	37-05	38-04	39-03	1,790.40	3,894.12	1,947.06	46,729.44
23.42	40-03	41-02	42-01	33-10	34-09	35-08	36-07	37-06	38-05	39-04	1,873.60	4,075.08	2,037.54	48,900.96
24.47	40-04	41-03	42-02	43-01	34-10	35-09	36-08	37-07	38-06	39-05	1,957.60	4,257.78	2,128.89	51,093.36
25.59	40-05	41-04	42-03	43-02	44-01	35-10	36-09	37-08	38-07	39-06	2,047.20	4,452.66	2,226.33	53,431.92
26.77	40-06	41-05	42-04	43-03	44-02	45-01	36-10	37-09	38-08	39-07	2,141.60	4,657.98	2,328.99	55,895.76
28.01	40-07	41-06	42-05	43-04	44-03	45-02	46-01	37-10	38-09	39-08	2,240.80	4,873.74	2,436.87	58,484.88
29.32	40-08	41-07	42-06	43-05	44-04	45-03	46-02	47-01	38-10	39-09	2,345.60	5,101.68	2,550.84	61,220.16
30.68	40-09	41-08	42-07	43-06	44-05	45-04	46-03	47-02	48-01	39-10	2,454.40	5,338.32	2,669.16	64,059.84
32.12	40-10	41-09	42-08	43-07	44-06	45-05	46-04	47-03	48-02	49-01	2,569.60	5,588.88	2,794.44	67,066.56
33.63	50-01	41-10	42-09	43-08	44-07	45-06	46-05	47-04	48-03	49-02	2,690.40	5,851.62	2,925.81	70,219.44
35.23	50-02	51-01	42-10	43-09	44-08	45-07	46-06	47-05	48-04	49-03	2,818.40	6,130.02	3,065.01	73,560.24
36.90	50-03	51-02	52-01	43-10	44-09	45-08	46-07	47-06	48-05	49-04	2,952.00	6,420.60	3,210.30	77,047.20
38.65	50-04	51-03	52-02	53-01	44-10	45-09	46-08	47-07	48-06	49-05	3,092.00	6,725.10	3,362.55	80,701.20
40.50	50-05	51-04	52-03	53-02	54-01	45-10	46-09	47-08	48-07	49-06	3,240.00	7,047.00	3,523.50	84,564.00
42.45	50-06	51-05	52-04	53-03	54-02	55-01	46-10	47-09	48-08	49-07	3,396.00	7,386.30	3,693.15	88,635.60
44.49	50-07	51-06	52-05	53-04	54-03	55-02	.....	47-10	48-09	49-08	3,559.20	7,741.26	3,870.63	92,895.12
46.62	50-08	51-07	52-06	53-05	54-04	55-03	.....	.....	48-10	49-09	3,729.60	8,111.88	4,055.94	97,342.56
48.86	50-09	51-08	52-07	53-06	54-05	55-04	.....	.....	.....	49-10	3,908.80	8,501.64	4,250.82	102,019.68
51.20	50-10	51-09	52-08	53-07	54-06	55-05	.....	.....	.....	.....	4,096.00	8,908.80	4,454.40	106,905.60
53.69	.....	51-10	52-09	53-08	54-07	55-06	.....	.....	.....	.....	4,295.20	9,342.06	4,671.03	112,104.72
56.29	.....	.....	52-10	53-09	54-08	55-07	.....	.....	.....	.....	4,503.20	9,794.46	4,897.23	117,533.52
59.02	.....	.....	.....	53-10	54-09	55-08	.....	.....	.....	.....	4,721.60	10,269.48	5,134.74	123,233.76
61.88	.....	.....	.....	.....	54-10	55-09	.....	.....	.....	.....	4,950.40	10,767.12	5,383.56	129,205.44
64.73	.....	.....	.....	.....	.....	55-10	.....	.....	.....	.....	5,178.40	11,263.02	5,631.51	135,156.24

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN IS 28.50% WHICH INCLUDES 01.00% FOR THE SPOUSE OPTION.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .8709.

SEE THE "CLASSIFICATION AND COMPENSATION PLAN" FOR A LISTING OF CLASSES WHICH ARE ELIGIBLE FOR THE POLICE/FIRE RETIREMENT FUND.

PAY POLICY 04
CLASSIFIED TEACHING PARENTS
ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (Ees/ERs)
COMPENSATION SCHEDULE
(160 HOURS)

EFFECTIVE DATE: 07/01/2005

E/EPR HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->		
											*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
7.97	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	637.60	797.00	1,594.00
8.35	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	668.00	835.00	1,670.00
8.71	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	696.80	871.00	1,742.00
9.11	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	728.80	911.00	1,822.00
9.52	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	761.60	952.00	1,904.00
9.95	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	796.00	995.00	1,990.00
10.40	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	832.00	1,040.00	2,080.00
10.89	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	871.20	1,089.00	2,178.00
11.40	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	912.00	1,140.00	2,280.00
11.92	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	953.60	1,192.00	2,384.00
12.48	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	998.40	1,248.00	2,496.00
13.07	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	1,045.60	1,307.00	2,614.00
13.69	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	1,095.20	1,369.00	2,738.00
14.33	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	1,146.40	1,433.00	2,866.00
14.99	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	1,199.20	1,499.00	2,998.00
15.71	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	1,256.80	1,571.00	3,142.00
16.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	1,317.60	1,647.00	3,294.00
17.24	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	1,379.20	1,724.00	3,448.00
18.04	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	1,443.20	1,804.00	3,608.00
18.88	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,510.40	1,888.00	3,776.00

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK.

THE WEEKLY SALARY ON THE SCHEDULE IS COMPUTED BY MULTIPLYING THE E/EPR HOURLY RATE BY 80 HOURS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE.

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK, THE WEEKLY SALARY WITH OT MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY, THE WEEKLY SALARY WITH OT FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$761.60:

$$\begin{aligned}
 64 (4 \times 16) \times \$9.52 &= \$609.28 \\
 32 (64 - 32) \times \$4.76 &= \$152.32
 \end{aligned}$$

\$761.60

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER PAY HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 10.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (WEEKLY SALARY) EXCLUDING OVERTIME.

PAY POLICY 04
CLASSIFIED TEACHING PARENTS
ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (Ees/ERs)
COMPENSATION SCHEDULE
(120 HOURS)

EFFECTIVE DATE: 07/01/2005

E/EPR REGULAR RATE	<----- GRADE AND STEP ----->										BASE BW SAL	BI-WEEKLY SALARY WITH OT
7.97	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	956.40	1,115.80
8.35	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	1,002.00	1,169.00
8.71	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	1,045.20	1,219.40
9.11	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	1,093.20	1,275.40
9.52	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	1,142.40	1,332.80
9.95	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	1,194.00	1,393.00
10.40	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	1,248.00	1,456.00
10.89	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	1,306.80	1,524.60
11.40	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	1,368.00	1,596.00
11.92	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	1,430.40	1,668.80
12.48	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	1,497.60	1,747.20
13.07	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	1,568.40	1,829.80
13.69	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	1,642.80	1,916.60
14.33	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	1,719.60	2,006.20
14.99	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	1,798.80	2,098.60
15.71	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	1,885.20	2,199.40
16.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	1,976.40	2,305.80
17.24	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	2,068.80	2,413.60
18.04	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	2,164.80	2,525.60
18.88	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,265.60	2,643.20

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM THE E/EPR COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE E/EPR HOURLY RATE FROM THE SCHEDULE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEK 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

THE E/EPR HOURLY RATE ON THIS SCHEDULE IS OBTAINED FROM THE 160 HOUR E/EPR SCHEDULE FOR TEACHING PARENTS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID ONE-HALF OF THE E/EPR HOURLY RATE.

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 120 HOURS IN A BIWEEKLY PERIOD, THE BIWEEKLY SALARY MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY (24-HOUR SHIFT), THE BIWEEKLY SALARY FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$1142.40:

$$\begin{aligned}
 104 (4 @ 16 + 5 @ 8) \times \$9.52 &= \$990.08 \\
 32 (4 \times 8) \times \$4.76 &= \$152.32 \\
 \hline
 &= \$1142.40
 \end{aligned}$$

ANY HOUR WORKED OVER THE BASE HOURS OF 120 IN A BIWEEKLY WORK PERIOD WILL BE PAID AT TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 10.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

PAY POLICY 05
CLASSIFIED TEACHING PARENTS
ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE
(160 HOURS)

EFFECTIVE DATE: 07/01/2005

<-HOURLY RATES->														<---- APPROXIMATE SALARY ---->		
EPR	E/EPR REGULAR	GRADE AND STEP												*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
7.24	7.97	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	579.20	738.60	1,477.20
7.58	8.35	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	606.40	773.40	1,546.80
7.91	8.71	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	632.80	807.00	1,614.00
8.27	9.11	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	.....	.....	661.60	843.80	1,687.60
8.64	9.52	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	.....	.....	691.20	881.60	1,763.20
9.04	9.95	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	.....	.....	723.20	922.20	1,844.40
9.44	10.40	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	.....	.....	755.20	963.20	1,926.40
9.89	10.89	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	.....	.....	791.20	1,009.00	2,018.00
10.35	11.40	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	.....	.....	828.00	1,056.00	2,112.00
10.82	11.92	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	.....	.....	865.60	1,104.00	2,208.00
11.33	12.48	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	.....	.....	906.40	1,156.00	2,312.00
11.87	13.07	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	.....	.....	949.60	1,211.00	2,422.00
12.43	13.69	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	.....	.....	994.40	1,268.20	2,536.40
13.01	14.33	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	.....	.....	1,040.80	1,327.40	2,654.80
13.61	14.99	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	.....	.....	1,088.80	1,388.60	2,777.20
14.27	15.71	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	.....	.....	1,141.60	1,455.80	2,911.60
14.96	16.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	.....	.....	1,196.80	1,526.20	3,052.40
15.65	17.24	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	.....	.....	1,252.00	1,596.80	3,193.60
16.38	18.04	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	.....	.....	1,310.40	1,671.20	3,342.40
17.14	18.88	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,371.20	1,748.80	3,497.60

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE FOR TEACHING PARENTS BY MULTIPLYING THE E/EPR HOURLY RATE BY THE FACTOR OF .90806 TO GET THE EPR HOURLY RATE.

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK. IT IS DERIVED BY MULTIPLYING THE EPR HOURLY RATE BY 80.

HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT AND CALCULATION OF OT WHEN AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK).

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OVERTIME A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 20.25%.

PAY POLICY 05
CLASSIFIED TEACHING PARENTS
ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE
(120 HOURS)

EFFECTIVE DATE: 07/01/2005

<-HOURLY RATES->														<-APPROXIMATE SALARY->	
EPR	E/EPR REGULAR	GRADE AND STEP												BASE BI-WEEKLY	BI-WEEKLY WITH OT
7.24	7.97	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	868.80	1,028.20
7.58	8.35	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	909.60	1,076.60
7.91	8.71	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	949.20	1,123.40
8.27	9.11	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	.....	.....	992.40	1,174.60
8.64	9.52	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	.....	.....	1,036.80	1,227.20
9.04	9.95	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	.....	.....	1,084.80	1,283.80
9.44	10.40	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	.....	.....	1,132.80	1,340.80
9.89	10.89	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	.....	.....	1,186.80	1,404.60
10.35	11.40	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	.....	.....	1,242.00	1,470.00
10.82	11.92	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	.....	.....	1,298.40	1,536.80
11.33	12.48	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	.....	.....	1,359.60	1,609.20
11.87	13.07	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	.....	.....	1,424.40	1,685.80
12.43	13.69	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	.....	.....	1,491.60	1,765.40
13.01	14.33	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	.....	.....	1,561.20	1,847.80
13.61	14.99	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	.....	.....	1,633.20	1,933.00
14.27	15.71	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	.....	.....	1,712.40	2,026.60
14.96	16.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	.....	.....	1,795.20	2,124.60
15.65	17.24	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	.....	.....	1,878.00	2,222.80
16.38	18.04	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	.....	.....	1,965.60	2,326.40
17.14	18.88	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,056.80	2,434.40

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM EMPLOYER PAY COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE EPR HOURLY RATE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEKS 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT RATE).

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

ANY HOURS WORKED OVER THE BASE HOURS OF 120 IN THE BIWEEKLY WORK PERIOD WILL BE PAID TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 20.25%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

CLASSIFIED 24-HOUR SHIFT FIREFIGHTERS
ON POLICE-FIRE EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (Ees/ERs)
COMPENSATION SCHEDULE

<-- HOURLY RATES -->		<----- GRADE AND STEP ----->						<----- SALARY ----->	
BASE	O/T							BI-WEEKLY	ANNUAL *
10.56	14.78	28-01	.....	.....	.....	.....		1,182.72	30,750.72
11.00	15.40	28-02	.....	.....	.....	.....		1,232.00	32,032.00
11.45	16.03	28-03	.....	.....	.....	.....		1,282.40	33,342.40
11.94	16.72	28-04	31-01	.....	.....	.....		1,337.28	34,769.28
12.44	17.41	28-05	31-02	.....	.....	.....		1,393.28	36,225.28
12.99	18.19	28-06	31-03	33-01	.....	.....		1,454.88	37,826.88
13.54	18.95	28-07	31-04	33-02	.....	.....		1,516.48	39,428.48
14.13	19.78	28-08	31-05	33-03	35-01	.....		1,582.56	41,146.56
14.76	20.66	28-09	31-06	33-04	35-02	.....		1,653.12	42,981.12
15.41	21.57	28-10	31-07	33-05	35-03	37-01		1,725.92	44,873.92
16.08	22.51	.....	31-08	33-06	35-04	37-02		1,800.96	46,824.96
16.81	23.53	.....	31-09	33-07	35-05	37-03		1,882.72	48,950.72
17.56	24.59	.....	31-10	33-08	35-06	37-04		1,966.72	51,134.72
18.36	25.70	.....	.....	33-09	35-07	37-05		2,056.32	53,464.32
19.21	26.89	.....	.....	33-10	35-08	37-06		2,151.52	55,939.52
20.07	28.10	.....	.....	.....	35-09	37-07		2,247.84	58,443.84
20.99	29.38	.....	.....	.....	35-10	37-08		2,350.88	61,122.88
21.96	30.74	.....	.....	.....	.....	37-09		2,459.52	63,947.52
22.97	32.16	.....	.....	.....	.....	37-10		2,572.64	66,888.64

PURSUANT TO SUBSECTION 4 OF NRS 284.180, 24-HOUR SHIFT FIREFIGHTERS ARE DEEMED TO WORK AN AVERAGE OF 56 HOURS PER WEEK AND 2,912 HOURS IN A YEAR. OVERTIME IS PAID FOR THE DIFFERENCE BETWEEN THE OVERTIME THRESHOLD OF 53 HOURS PER WEEK AND THE AVERAGE OF 56 HOURS PER WEEK.

PER THE AGREEMENT SIGNED BY THE FIREFIGHTERS, OVERTIME MUST BE PAID AT THE HIGHER HOURLY RATE FROM THE 80-HOUR E/EPR COMPENSATION SCHEDULE. SINCE THE BASE HOURS HAVE BEEN PAID, ONLY THE ADDITIONAL HALF-TIME OR 3 HOURS BIWEEKLY IS PAID AT THE HIGHER HOURLY RATE OF PAY. ADDITIONAL OVERTIME BEYOND THE 56-HOUR AVERAGE PER WEEK IS PAID AT THE HIGHER OVERTIME HOURLY RATE OF PAY.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT POLICE/FIRE EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 14.75%.

* ANNUAL SALARY FOR 26 PAY PERIODS.

PAY POLICY 09
CLASSIFIED 24-HOUR SHIFT FIREFIGHTERS
ON POLICE-FIRE EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: 07/01/2005

<-- HOURLY RATES -->		<----- GRADE AND STEP ----->						<----- SALARY ----->	
BASE	O/T							BI-WEEKLY	ANNUAL *
9.20	14.78	28-01	.....	.....	.....	.....		1,030.40	26,790.40
9.58	15.40	28-02	.....	.....	.....	.....		1,072.96	27,896.96
9.97	16.03	28-03	.....	.....	.....	.....		1,116.64	29,032.64
10.40	16.72	28-04	31-01	.....	.....	.....		1,164.80	30,284.80
10.83	17.41	28-05	31-02	.....	.....	.....		1,212.96	31,536.96
11.31	18.19	28-06	31-03	33-01	.....	.....		1,266.72	32,934.72
11.79	18.95	28-07	31-04	33-02	.....	.....		1,320.48	34,332.48
12.31	19.78	28-08	31-05	33-03	35-01	.....		1,378.72	35,846.72
12.85	20.66	28-09	31-06	33-04	35-02	.....		1,439.20	37,419.20
13.42	21.57	28-10	31-07	33-05	35-03	37-01		1,503.04	39,079.04
14.00	22.51	.....	31-08	33-06	35-04	37-02		1,568.00	40,768.00
14.64	23.53	.....	31-09	33-07	35-05	37-03		1,639.68	42,631.68
15.29	24.59	.....	31-10	33-08	35-06	37-04		1,712.48	44,524.48
15.99	25.70	.....	.....	33-09	35-07	37-05		1,790.88	46,562.88
16.73	26.89	.....	.....	33-10	35-08	37-06		1,873.76	48,717.76
17.48	28.10	.....	.....	.....	35-09	37-07		1,957.76	50,901.76
18.28	29.38	.....	.....	.....	35-10	37-08		2,047.36	53,231.36
19.12	30.74	.....	.....	.....	.....	37-09		2,141.44	55,677.44
20.00	32.16	.....	.....	.....	.....	37-10		2,240.00	58,240.00

PURSUANT TO SUBSECTION 4 OF NRS 284.180, 24-HOUR SHIFT FIREFIGHTERS ARE DEEMED TO WORK AN AVERAGE OF 56 HOURS PER WEEK AND 2,912 HOURS IN A YEAR. OVERTIME IS PAID FOR THE DIFFERENCE BETWEEN THE OVERTIME THRESHOLD OF 53 HOURS PER WEEK AND THE AVERAGE OF 56 HOURS PER WEEK.

PER THE AGREEMENT SIGNED BY THE FIREFIGHTERS, OVERTIME MUST BE PAID AT THE HIGHER HOURLY RATE FROM THE 80-HOUR E/EPR COMPENSATION SCHEDULE. SINCE THE BASE HOURS HAVE BEEN PAID, ONLY THE ADDITIONAL HALF-TIME OR 3 HOURS BIWEEKLY IS PAID AT THE HIGHER RATE OF PAY. ADDITIONAL OVERTIME BEYOND THE 56-HOUR AVERAGE PER WEEK IS PAID AT THE HIGHER OVERTIME HOURLY RATE OF PAY.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIRMENT SYSTEM WHO ELECT POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN IS 28.50% WHICH INCLUDES 01.00% FOR THE SPOUSE OPTION.

* ANNUAL SALARY FOR 26 PAY PERIODS.

PAY POLICY 01
CLASSIFIED ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (EEs/ERs)
EFFECTIVE DATE: **JULY 2005
COMPENSATION SCHEDULE

HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
7.63	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	610.40	1,327.62	663.81	15,931.44
7.89	10-02	11-01	.....	.....	.....	.....	.....	.....	.....	.....	631.20	1,372.86	686.43	16,474.32
8.16	10-03	11-02	12-01	.....	.....	.....	.....	.....	.....	.....	652.80	1,419.84	709.92	17,038.08
8.44	10-04	11-03	12-02	13-01	.....	.....	.....	.....	.....	.....	675.20	1,468.56	734.28	17,622.72
8.72	10-05	11-04	12-03	13-02	14-01	.....	.....	.....	.....	.....	697.60	1,517.28	758.64	18,207.36
9.04	10-06	11-05	12-04	13-03	14-02	15-01	.....	.....	.....	.....	723.20	1,572.96	786.48	18,875.52
9.35	10-07	11-06	12-05	13-04	14-03	15-02	16-01	.....	.....	.....	748.00	1,626.90	813.45	19,522.80
9.70	10-08	11-07	12-06	13-05	14-04	15-03	16-02	17-01	.....	.....	776.00	1,687.80	843.90	20,253.60
10.06	10-09	11-08	12-07	13-06	14-05	15-04	16-03	17-02	18-01	.....	804.80	1,750.44	875.22	21,005.28
10.42	10-10	11-09	12-08	13-07	14-06	15-05	16-04	17-03	18-02	19-01	833.60	1,813.08	906.54	21,756.96
10.81	20-01	11-10	12-09	13-08	14-07	15-06	16-05	17-04	18-03	19-02	864.80	1,880.94	940.47	22,571.28
11.25	20-02	21-01	12-10	13-09	14-08	15-07	16-06	17-05	18-04	19-03	900.00	1,957.50	978.75	23,490.00
11.65	20-03	21-02	22-01	13-10	14-09	15-08	16-07	17-06	18-05	19-04	932.00	2,027.10	1,013.55	24,325.20
12.12	20-04	21-03	22-02	23-01	14-10	15-09	16-08	17-07	18-06	19-05	969.60	2,108.88	1,054.44	25,306.56
12.62	20-05	21-04	22-03	23-02	24-01	15-10	16-09	17-08	18-07	19-06	1,009.60	2,195.88	1,097.94	26,350.56
13.11	20-06	21-05	22-04	23-03	24-02	25-01	16-10	17-09	18-08	19-07	1,048.80	2,281.14	1,140.57	27,373.68
13.63	20-07	21-06	22-05	23-04	24-03	25-02	26-01	17-10	18-09	19-08	1,090.40	2,371.62	1,185.81	28,459.44
14.18	20-08	21-07	22-06	23-05	24-04	25-03	26-02	27-01	18-10	19-09	1,134.40	2,467.32	1,233.66	29,607.84
14.78	20-09	21-08	22-07	23-06	24-05	25-04	26-03	27-02	28-01	19-10	1,182.40	2,571.72	1,285.86	30,860.64
15.40	20-10	21-09	22-08	23-07	24-06	25-05	26-04	27-03	28-02	29-01	1,232.00	2,679.60	1,339.80	32,155.20
16.03	30-01	21-10	22-09	23-08	24-07	25-06	26-05	27-04	28-03	29-02	1,282.40	2,789.22	1,394.61	33,470.64
16.72	30-02	31-01	22-10	23-09	24-08	25-07	26-06	27-05	28-04	29-03	1,337.60	2,909.28	1,454.64	34,911.36
17.41	30-03	31-02	32-01	23-10	24-09	25-08	26-07	27-06	28-05	29-04	1,392.80	3,029.34	1,514.67	36,352.08
18.19	30-04	31-03	32-02	33-01	24-10	25-09	26-08	27-07	28-06	29-05	1,455.20	3,165.06	1,582.53	37,980.72
18.95	30-05	31-04	32-03	33-02	34-01	25-10	26-09	27-08	28-07	29-06	1,516.00	3,297.30	1,648.65	39,567.60
19.78	30-06	31-05	32-04	33-03	34-02	35-01	26-10	27-09	28-08	29-07	1,582.40	3,441.72	1,720.86	41,300.64
20.66	30-07	31-06	32-05	33-04	34-03	35-02	36-01	27-10	28-09	29-08	1,652.80	3,594.84	1,797.42	43,138.08
21.57	30-08	31-07	32-06	33-05	34-04	35-03	36-02	37-01	28-10	29-09	1,725.60	3,753.18	1,876.59	45,038.16
22.51	30-09	31-08	32-07	33-06	34-05	35-04	36-03	37-02	38-01	29-10	1,800.80	3,916.74	1,958.37	47,000.88
23.53	30-10	31-09	32-08	33-07	34-06	35-05	36-04	37-03	38-02	39-01	1,882.40	4,094.22	2,047.11	49,130.64
24.59	40-01	31-10	32-09	33-08	34-07	35-06	36-05	37-04	38-03	39-02	1,967.20	4,278.66	2,139.33	51,343.92
25.70	40-02	41-01	32-10	33-09	34-08	35-07	36-06	37-05	38-04	39-03	2,056.00	4,471.80	2,235.90	53,661.60
26.89	40-03	41-02	42-01	33-10	34-09	35-08	36-07	37-06	38-05	39-04	2,151.20	4,678.86	2,339.43	56,146.32
28.10	40-04	41-03	42-02	43-01	34-10	35-09	36-08	37-07	38-06	39-05	2,248.00	4,889.40	2,444.70	58,672.80
29.38	40-05	41-04	42-03	43-02	44-01	35-10	36-09	37-08	38-07	39-06	2,350.40	5,112.12	2,556.06	61,345.44
30.74	40-06	41-05	42-04	43-03	44-02	45-01	36-10	37-09	38-08	39-07	2,459.20	5,348.76	2,674.38	64,185.12
32.16	40-07	41-06	42-05	43-04	44-03	45-02	46-01	37-10	38-09	39-08	2,572.80	5,595.84	2,797.92	67,150.08
33.67	40-08	41-07	42-06	43-05	44-04	45-03	46-02	47-01	38-10	39-09	2,693.60	5,858.58	2,929.29	70,302.96
35.23	40-09	41-08	42-07	43-06	44-05	45-04	46-03	47-02	48-01	39-10	2,818.40	6,130.02	3,065.01	73,560.24
36.88	40-10	41-09	42-08	43-07	44-06	45-05	46-04	47-03	48-02	49-01	2,950.40	6,417.12	3,208.56	77,005.44
38.62	50-01	41-10	42-09	43-08	44-07	45-06	46-05	47-04	48-03	49-02	3,089.60	6,719.88	3,359.94	80,638.56
40.45	50-02	51-01	42-10	43-09	44-08	45-07	46-06	47-05	48-04	49-03	3,236.00	7,038.30	3,519.15	84,459.60
42.37	50-03	51-02	52-01	43-10	44-09	45-08	46-07	47-06	48-05	49-04	3,389.60	7,372.38	3,686.19	88,468.56
44.38	50-04	51-03	52-02	53-01	44-10	45-09	46-08	47-07	48-06	49-05	3,550.40	7,722.12	3,861.06	92,665.44
46.50	50-05	51-04	52-03	53-02	54-01	45-10	46-09	47-08	48-07	49-06	3,720.00	8,091.00	4,045.50	97,092.00
48.74	50-06	51-05	52-04	53-03	54-02	55-01	46-10	47-09	48-08	49-07	3,899.20	8,480.76	4,240.38	101,769.12
51.08	50-07	51-06	52-05	53-04	54-03	55-02	.....	47-10	48-09	49-08	4,086.40	8,887.92	4,443.96	106,655.04
53.53	50-08	51-07	52-06	53-05	54-04	55-03	.....	.....	48-10	49-09	4,282.40	9,314.22	4,657.11	111,770.64
56.10	50-09	51-08	52-07	53-06	54-05	55-04	.....	.....	.....	49-10	4,488.00	9,761.40	4,880.70	117,136.80
58.79	50-10	51-09	52-08	53-07	54-06	55-05	.....	.....	.....	.....	4,703.20	10,229.46	5,114.73	122,753.52
61.65	.....	51-10	52-09	53-08	54-07	55-06	.....	.....	.....	.....	4,932.00	10,727.10	5,363.55	128,725.20
64.64	.....	.....	52-10	53-09	54-08	55-07	.....	.....	.....	.....	5,171.20	11,247.36	5,623.68	134,968.32
67.77	.....	.....	.....	53-10	54-09	55-08	.....	.....	.....	.....	5,421.60	11,791.98	5,895.99	141,503.76
71.05	.....	.....	.....	.....	54-10	55-09	.....	.....	.....	.....	5,684.00	12,362.70	6,181.35	148,352.40
74.33	.....	.....	.....	.....	.....	55-10	.....	.....	.....	.....	5,946.40	12,933.42	6,466.71	155,201.04

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 10.50%.
MEMBERS OF THE POLICE/FIRE FUND CONTRIBUTE 16.50%.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 02
CLASSIFIED ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2005

HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
6.94	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	555.20	1,207.56	603.78	14,490.72
7.18	10-02	11-01	.....	.....	.....	.....	.....	.....	.....	.....	574.40	1,249.32	624.66	14,991.84
7.43	10-03	11-02	12-01	.....	.....	.....	.....	.....	.....	.....	594.40	1,292.82	646.41	15,513.84
7.68	10-04	11-03	12-02	13-01	.....	.....	.....	.....	.....	.....	614.40	1,336.32	668.16	16,035.84
7.94	10-05	11-04	12-03	13-02	14-01	.....	.....	.....	.....	.....	635.20	1,381.56	690.78	16,578.72
8.23	10-06	11-05	12-04	13-03	14-02	15-01	.....	.....	.....	.....	658.40	1,432.02	716.01	17,184.24
8.51	10-07	11-06	12-05	13-04	14-03	15-02	16-01	.....	.....	.....	680.80	1,480.74	740.37	17,768.88
8.83	10-08	11-07	12-06	13-05	14-04	15-03	16-02	17-01	.....	.....	706.40	1,536.42	768.21	18,437.04
9.16	10-09	11-08	12-07	13-06	14-05	15-04	16-03	17-02	18-01	.....	732.80	1,593.84	796.92	19,126.08
9.48	10-10	11-09	12-08	13-07	14-06	15-05	16-04	17-03	18-02	19-01	758.40	1,649.52	824.76	19,794.24
9.84	20-01	11-10	12-09	13-08	14-07	15-06	16-05	17-04	18-03	19-02	787.20	1,712.16	856.08	20,545.92
10.24	20-02	21-01	12-10	13-09	14-08	15-07	16-06	17-05	18-04	19-03	819.20	1,781.76	890.88	21,381.12
10.60	20-03	21-02	22-01	13-10	14-09	15-08	16-07	17-06	18-05	19-04	848.00	1,844.40	922.20	22,132.80
11.03	20-04	21-03	22-02	23-01	14-10	15-09	16-08	17-07	18-06	19-05	882.40	1,919.22	959.61	23,030.64
11.49	20-05	21-04	22-03	23-02	24-01	15-10	16-09	17-08	18-07	19-06	919.20	1,999.26	999.63	23,991.12
11.93	20-06	21-05	22-04	23-03	24-02	25-01	16-10	17-09	18-08	19-07	954.40	2,075.82	1,037.91	24,909.84
12.40	20-07	21-06	22-05	23-04	24-03	25-02	26-01	17-10	18-09	19-08	992.00	2,157.60	1,078.80	25,891.20
12.91	20-08	21-07	22-06	23-05	24-04	25-03	26-02	27-01	18-10	19-09	1,032.80	2,246.34	1,123.17	26,956.08
13.45	20-09	21-08	22-07	23-06	24-05	25-04	26-03	27-02	28-01	19-10	1,076.00	2,340.30	1,170.15	28,083.60
14.02	20-10	21-09	22-08	23-07	24-06	25-05	26-04	27-03	28-02	29-01	1,121.60	2,439.48	1,219.74	29,273.76
14.59	30-01	21-10	22-09	23-08	24-07	25-06	26-05	27-04	28-03	29-02	1,167.20	2,538.66	1,269.33	30,463.92
15.22	30-02	31-01	22-10	23-09	24-08	25-07	26-06	27-05	28-04	29-03	1,217.60	2,648.28	1,324.14	31,779.36
15.85	30-03	31-02	22-11	23-10	24-09	25-08	26-07	27-06	28-05	29-04	1,268.00	2,757.90	1,378.95	33,094.80
16.56	30-04	31-03	22-12	23-11	24-10	25-09	26-08	27-07	28-06	29-05	1,324.80	2,881.44	1,440.72	34,577.28
17.25	30-05	31-04	23-01	23-12	24-11	25-10	26-09	27-08	28-07	29-06	1,380.00	3,001.50	1,500.75	36,018.00
18.00	30-06	31-05	23-02	23-11	24-12	25-11	26-10	27-09	28-08	29-07	1,440.00	3,132.00	1,566.00	37,584.00
18.80	30-07	31-06	23-03	23-12	24-13	25-12	26-11	27-10	28-09	29-08	1,504.00	3,271.20	1,635.60	39,254.40
19.63	30-08	31-07	23-04	23-13	24-14	25-13	26-12	27-11	28-10	29-09	1,570.40	3,415.62	1,707.81	40,987.44
20.49	30-09	31-08	23-05	23-14	24-15	25-14	26-13	27-12	28-11	29-10	1,639.20	3,565.26	1,782.63	42,783.12
21.42	30-10	31-09	23-06	23-15	24-16	25-15	26-14	27-13	28-12	29-11	1,713.60	3,727.08	1,863.54	44,724.96
22.38	40-01	31-10	23-07	23-12	24-17	25-16	26-15	27-14	28-13	29-12	1,790.40	3,894.12	1,947.06	46,729.44
23.39	40-02	41-01	23-08	23-13	24-18	25-17	26-16	27-15	28-14	29-13	1,871.20	4,069.86	2,034.93	48,838.32
24.47	40-03	41-02	23-09	23-14	24-19	25-18	26-17	27-16	28-15	29-14	1,957.60	4,257.78	2,128.89	51,093.36
25.57	40-04	41-03	23-10	23-15	24-20	25-19	26-18	27-17	28-16	29-15	2,045.60	4,449.18	2,224.59	53,390.16
26.74	40-05	41-04	23-11	23-16	24-21	25-20	26-19	27-18	28-17	29-16	2,139.20	4,652.76	2,326.38	55,833.12
27.98	40-06	41-05	23-12	23-17	24-22	25-21	26-20	27-19	28-18	29-17	2,238.40	4,868.52	2,434.26	58,422.24
29.27	40-07	41-06	24-01	23-18	24-23	25-22	26-21	27-20	28-19	29-18	2,341.60	5,092.98	2,546.49	61,115.76
30.64	40-08	41-07	24-02	23-19	24-24	25-23	26-22	27-21	28-20	29-19	2,451.20	5,331.36	2,665.68	63,976.32
32.06	40-09	41-08	24-03	23-20	24-25	25-24	26-23	27-22	28-21	29-20	2,564.80	5,578.44	2,789.22	66,941.28
33.57	40-10	41-09	24-04	23-21	24-26	25-25	26-24	27-23	28-22	29-21	2,685.60	5,841.18	2,920.59	70,094.16
35.15	50-01	41-10	24-05	23-22	24-27	25-26	26-25	27-24	28-23	29-22	2,812.00	6,116.10	3,058.05	73,393.20
36.81	50-02	51-01	24-06	23-23	24-28	25-27	26-26	27-25	28-24	29-23	2,944.80	6,404.94	3,202.47	76,859.28
38.56	50-03	51-02	24-07	23-24	24-29	25-28	26-27	27-26	28-25	29-24	3,084.80	6,709.44	3,354.72	80,513.28
40.39	50-04	51-03	24-08	23-25	24-30	25-29	26-28	27-27	28-26	29-25	3,231.20	7,027.86	3,513.93	84,334.32
42.32	50-05	51-04	24-09	23-26	24-31	25-30	26-29	27-28	28-27	29-26	3,385.60	7,363.68	3,681.84	88,364.16
44.36	50-06	51-05	24-10	23-27	24-32	25-31	26-30	27-29	28-28	29-27	3,548.80	7,718.64	3,859.32	92,623.68
46.49	50-07	51-06	24-11	23-28	24-33	25-32	.....	47-10	28-29	29-28	3,719.20	8,089.26	4,044.63	97,071.12
48.72	50-08	51-07	24-12	23-29	24-34	25-33	.....	.....	48-10	29-29	3,897.60	8,477.28	4,238.64	101,727.36
51.06	50-09	51-08	24-13	23-30	24-35	25-34	.....	.....	.....	49-10	4,084.80	8,884.44	4,442.22	106,613.28
53.51	50-10	51-09	24-14	23-31	24-36	25-35	.....	.....	.....	.....	4,280.80	9,310.74	4,655.37	111,728.88
56.11	.....	51-10	24-15	23-32	24-37	25-36	.....	.....	.....	.....	4,488.80	9,763.14	4,881.57	117,157.68
58.83	.....	.....	24-16	23-33	24-38	25-37	.....	.....	.....	.....	4,706.40	10,236.42	5,118.21	122,837.04
61.68	.....	.....	.....	23-34	24-39	25-38	.....	.....	.....	.....	4,934.40	10,732.32	5,366.16	128,787.84
64.66	.....	.....	.....	.....	24-40	25-39	.....	.....	.....	.....	5,172.80	11,250.84	5,625.42	135,010.08
67.65	.....	.....	.....	.....	.....	25-40	.....	.....	.....	.....	5,412.00	11,771.10	5,885.55	141,253.20

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 19.75%.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .91012.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 03
CLASSIFIED ON POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2005

HOURLY RATE	GRADE AND STEP																		<----- APPROXIMATE SALARY ----->			
																			BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
6.54	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	523.20	1,137.96	568.98	13,655.52
6.77	10-02	11-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	541.60	1,177.98	588.99	14,135.76
7.00	10-03	11-02	12-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	560.00	1,218.00	609.00	14,616.00
7.24	10-04	11-03	12-02	13-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	579.20	1,259.76	629.88	15,117.12
7.48	10-05	11-04	12-03	13-02	14-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	598.40	1,301.52	650.76	15,618.24
7.75	10-06	11-05	12-04	13-03	14-02	15-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	620.00	1,348.50	674.25	16,182.00
8.02	10-07	11-06	12-05	13-04	14-03	15-02	16-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	641.60	1,395.48	697.74	16,745.76
8.32	10-08	11-07	12-06	13-05	14-04	15-03	16-02	17-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	665.60	1,447.68	723.84	17,372.16
8.63	10-09	11-08	12-07	13-06	14-05	15-04	16-03	17-02	18-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	690.40	1,501.62	750.81	18,019.44
8.94	10-10	11-09	12-08	13-07	14-06	15-05	16-04	17-03	18-02	19-01	.....	.....	.....	.....	.....	.....	.....	.....	715.20	1,555.56	777.78	18,666.72
9.27	20-01	11-10	12-09	13-08	14-07	15-06	16-05	17-04	18-03	19-02	.....	.....	.....	.....	.....	.....	.....	.....	741.60	1,612.98	806.49	19,355.76
9.65	20-02	21-01	12-10	13-09	14-08	15-07	16-06	17-05	18-04	19-03	.....	.....	.....	.....	.....	.....	.....	.....	772.00	1,679.10	839.55	20,149.20
9.99	20-03	21-02	22-01	13-10	14-09	15-08	16-07	17-06	18-05	19-04	.....	.....	.....	.....	.....	.....	.....	.....	799.20	1,738.26	869.13	20,859.12
10.40	20-04	21-03	22-02	23-01	14-10	15-09	16-08	17-07	18-06	19-05	.....	.....	.....	.....	.....	.....	.....	.....	832.00	1,809.60	904.80	21,715.20
10.82	20-05	21-04	22-03	23-02	24-01	15-10	16-09	17-08	18-07	19-06	.....	.....	.....	.....	.....	.....	.....	.....	865.60	1,882.68	941.34	22,592.16
11.25	20-06	21-05	22-04	23-03	24-02	25-01	16-10	17-09	18-08	19-07	.....	.....	.....	.....	.....	.....	.....	.....	900.00	1,957.50	978.75	23,490.00
11.69	20-07	21-06	22-05	23-04	24-03	25-02	26-01	17-10	18-09	19-08	.....	.....	.....	.....	.....	.....	.....	.....	935.20	2,034.06	1,017.03	24,408.72
12.16	20-08	21-07	22-06	23-05	24-04	25-03	26-02	27-01	18-10	19-09	.....	.....	.....	.....	.....	.....	.....	.....	972.80	2,115.84	1,057.92	25,390.08
12.68	20-09	21-08	22-07	23-06	24-05	25-04	26-03	27-02	28-01	19-10	.....	.....	.....	.....	.....	.....	.....	.....	1,014.40	2,206.32	1,103.16	26,475.84
13.21	20-10	21-09	22-08	23-07	24-06	25-05	26-04	27-03	28-02	29-01	.....	.....	.....	.....	.....	.....	.....	.....	1,056.80	2,298.54	1,149.27	27,582.48
13.75	30-01	21-10	22-09	23-08	24-07	25-06	26-05	27-04	28-03	29-02	.....	.....	.....	.....	.....	.....	.....	.....	1,100.00	2,392.50	1,196.25	28,710.00
14.34	30-02	31-01	22-10	23-09	24-08	25-07	26-06	27-05	28-04	29-03	.....	.....	.....	.....	.....	.....	.....	.....	1,147.20	2,495.16	1,247.58	29,941.92
14.93	30-03	31-02	32-01	23-10	24-09	25-08	26-07	27-06	28-05	29-04	.....	.....	.....	.....	.....	.....	.....	.....	1,194.40	2,597.82	1,298.91	31,173.84
15.60	30-04	31-03	32-02	33-01	24-10	25-09	26-08	27-07	28-06	29-05	.....	.....	.....	.....	.....	.....	.....	.....	1,248.00	2,714.40	1,357.20	32,572.80
16.25	30-05	31-04	32-03	33-02	34-01	25-10	26-09	27-08	28-07	29-06	.....	.....	.....	.....	.....	.....	.....	.....	1,300.00	2,827.50	1,413.75	33,930.00
16.97	30-06	31-05	32-04	33-03	34-02	35-01	26-10	27-09	28-08	29-07	.....	.....	.....	.....	.....	.....	.....	.....	1,357.60	2,952.78	1,476.39	35,433.36
17.72	30-07	31-06	32-05	33-04	34-03	35-02	36-01	27-10	28-09	29-08	.....	.....	.....	.....	.....	.....	.....	.....	1,417.60	3,083.28	1,541.64	36,999.36
18.50	30-08	31-07	32-06	33-05	34-04	35-03	36-02	37-01	28-10	29-09	.....	.....	.....	.....	.....	.....	.....	.....	1,480.00	3,219.00	1,609.50	38,628.00
19.31	30-09	31-08	32-07	33-06	34-05	35-04	36-03	37-02	38-01	29-10	.....	.....	.....	.....	.....	.....	.....	.....	1,544.80	3,359.94	1,679.97	40,319.28
20.18	30-10	31-09	32-08	33-07	34-06	35-05	36-04	37-03	38-02	39-01	.....	.....	.....	.....	.....	.....	.....	.....	1,614.40	3,511.32	1,755.66	42,135.84
21.09	40-01	31-10	32-09	33-08	34-07	35-06	36-05	37-04	38-03	39-02	.....	.....	.....	.....	.....	.....	.....	.....	1,687.20	3,669.66	1,834.83	44,035.92
22.04	40-02	41-01	32-10	33-09	34-08	35-07	36-06	37-05	38-04	39-03	.....	.....	.....	.....	.....	.....	.....	.....	1,763.20	3,834.96	1,917.48	46,019.52
23.07	40-03	41-02	42-01	33-10	34-09	35-08	36-07	37-06	38-05	39-04	.....	.....	.....	.....	.....	.....	.....	.....	1,845.60	4,014.18	2,007.09	48,170.16
24.10	40-04	41-03	42-02	43-01	34-10	35-09	36-08	37-07	38-06	39-05	.....	.....	.....	.....	.....	.....	.....	.....	1,928.00	4,193.40	2,096.70	50,320.80
25.20	40-05	41-04	42-03	43-02	44-01	35-10	36-09	37-08	38-07	39-06	.....	.....	.....	.....	.....	.....	.....	.....	2,016.00	4,384.80	2,192.40	52,617.60
26.37	40-06	41-05	42-04	43-03	44-02	45-01	36-10	37-09	38-08	39-07	.....	.....	.....	.....	.....	.....	.....	.....	2,109.60	4,588.38	2,294.19	55,060.56

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN IS 32.00% WHICH INCLUDES 01.00% FOR THE SPOUSE OPTION.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .857759.

SEE THE "CLASSIFICATION AND COMPENSATION PLAN" FOR A LISTING OF CLASSES WHICH ARE ELIGIBLE FOR THE POLICE/FIRE RETIREMENT FUND.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 03
CLASSIFIED ON POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2005

HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->			
											BI- WEEKLY	MONTHLY	SEMI- MONTHLY	ANNUAL
27.59	40-07	41-06	42-05	43-04	44-03	45-02	46-01	37-10	38-09	39-08	2,207.20	4,800.66	2,400.33	57,607.92
28.88	40-08	41-07	42-06	43-05	44-04	45-03	46-02	47-01	38-10	39-09	2,310.40	5,025.12	2,512.56	60,301.44
30.22	40-09	41-08	42-07	43-06	44-05	45-04	46-03	47-02	48-01	39-10	2,417.60	5,258.28	2,629.14	63,099.36
31.63	40-10	41-09	42-08	43-07	44-06	45-05	46-04	47-03	48-02	49-01	2,530.40	5,503.62	2,751.81	66,043.44
33.13	50-01	41-10	42-09	43-08	44-07	45-06	46-05	47-04	48-03	49-02	2,650.40	5,764.62	2,882.31	69,175.44
34.70	50-02	51-01	42-10	43-09	44-08	45-07	46-06	47-05	48-04	49-03	2,776.00	6,037.80	3,018.90	72,453.60
36.34	50-03	51-02	52-01	43-10	44-09	45-08	46-07	47-06	48-05	49-04	2,907.20	6,323.16	3,161.58	75,877.92
38.07	50-04	51-03	52-02	53-01	44-10	45-09	46-08	47-07	48-06	49-05	3,045.60	6,624.18	3,312.09	79,490.16
39.89	50-05	51-04	52-03	53-02	54-01	45-10	46-09	47-08	48-07	49-06	3,191.20	6,940.86	3,470.43	83,290.32
41.81	50-06	51-05	52-04	53-03	54-02	55-01	46-10	47-09	48-08	49-07	3,344.80	7,274.94	3,637.47	87,299.28
43.81	50-07	51-06	52-05	53-04	54-03	55-02	.....	47-10	48-09	49-08	3,504.80	7,622.94	3,811.47	91,475.28
45.92	50-08	51-07	52-06	53-05	54-04	55-03	.....	.....	48-10	49-09	3,673.60	7,990.08	3,995.04	95,880.96
48.12	50-09	51-08	52-07	53-06	54-05	55-04	.....	.....	.....	49-10	3,849.60	8,372.88	4,186.44	100,474.56
50.43	50-10	51-09	52-08	53-07	54-06	55-05	.....	.....	.....	.....	4,034.40	8,774.82	4,387.41	105,297.84
52.88	.....	51-10	52-09	53-08	54-07	55-06	.....	.....	.....	.....	4,230.40	9,201.12	4,600.56	110,413.44
55.45	.....	.....	52-10	53-09	54-08	55-07	.....	.....	.....	.....	4,436.00	9,648.30	4,824.15	115,779.60
58.13	.....	.....	.....	53-10	54-09	55-08	.....	.....	.....	.....	4,650.40	10,114.62	5,057.31	121,375.44
60.94	.....	.....	.....	.....	54-10	55-09	.....	.....	.....	.....	4,875.20	10,603.56	5,301.78	127,242.72
63.76	.....	.....	.....	.....	.....	55-10	.....	.....	.....	.....	5,100.80	11,094.24	5,547.12	133,130.88

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN IS 32.00% WHICH INCLUDES 01.00% FOR THE SPOUSE OPTION.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .857759.

SEE THE "CLASSIFICATION AND COMPENSATION PLAN" FOR A LISTING OF CLASSES WHICH ARE ELIGIBLE FOR THE POLICE/FIRE RETIREMENT FUND.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 04
CLASSIFIED TEACHING PARENTS
ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (EES/ERS)
COMPENSATION SCHEDULE
(160 HOURS)

EFFECTIVE DATE: **JULY 2005

E/EPR HOURLY RATE	<----- GRADE AND STEP ----->										<----- APPROXIMATE SALARY ----->		
											*WEEKLY	WEEKLY WITH OT	BI-WEEKLY WITH OT
7.97	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	637.60	797.00	1,594.00
8.35	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	668.00	835.00	1,670.00
8.71	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	696.80	871.00	1,742.00
9.11	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	728.80	911.00	1,822.00
9.52	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	761.60	952.00	1,904.00
9.95	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	796.00	995.00	1,990.00
10.40	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	832.00	1,040.00	2,080.00
10.89	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	871.20	1,089.00	2,178.00
11.40	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	912.00	1,140.00	2,280.00
11.92	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	953.60	1,192.00	2,384.00
12.48	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	998.40	1,248.00	2,496.00
13.07	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	1,045.60	1,307.00	2,614.00
13.69	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	1,095.20	1,369.00	2,738.00
14.33	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	1,146.40	1,433.00	2,866.00
14.99	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	1,199.20	1,499.00	2,998.00
15.71	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	1,256.80	1,571.00	3,142.00
16.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	1,317.60	1,647.00	3,294.00
17.24	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	1,379.20	1,724.00	3,448.00
18.04	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	1,443.20	1,804.00	3,608.00
18.88	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,510.40	1,888.00	3,776.00

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK.

THE WEEKLY SALARY ON THE SCHEDULE IS COMPUTED BY MULTIPLYING THE E/EPR HOURLY RATE BY 80 HOURS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE.

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK, THE WEEKLY SALARY WITH OT MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY, THE WEEKLY SALARY WITH OT FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$761.60:

$$\begin{array}{rcl}
 64 (4 \times 16) & \times & \$9.52 & = & \$609.28 \\
 32 (64 - 32) & \times & \$4.76 & = & \$152.32 \\
 \hline
 & & & & \$761.60
 \end{array}$$

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER PAY HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 10.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (WEEKLY SALARY) EXCLUDING OVERTIME.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 04
CLASSIFIED TEACHING PARENTS
ON EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (EES/ERS)
COMPENSATION SCHEDULE
(120 HOURS)

EFFECTIVE DATE: **JULY 2005

E/EPR REGULAR RATE	<----- GRADE AND STEP ----->										BASE BW SAL	BI-WEEKLY SALARY WITH OT
7.97	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	956.40	1,115.80
8.35	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	1,002.00	1,169.00
8.71	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	1,045.20	1,219.40
9.11	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	1,093.20	1,275.40
9.52	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	1,142.40	1,332.80
9.95	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	1,194.00	1,393.00
10.40	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	1,248.00	1,456.00
10.89	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	1,306.80	1,524.60
11.40	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	1,368.00	1,596.00
11.92	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	1,430.40	1,668.80
12.48	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	1,497.60	1,747.20
13.07	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	1,568.40	1,829.80
13.69	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	1,642.80	1,916.60
14.33	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	1,719.60	2,006.20
14.99	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	1,798.80	2,098.60
15.71	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	1,885.20	2,199.40
16.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	1,976.40	2,305.80
17.24	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	2,068.80	2,413.60
18.04	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	2,164.80	2,525.60
18.88	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,265.60	2,643.20

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM THE E/EPR COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE E/EPR HOURLY RATE FROM THE SCHEDULE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEK 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

THE E/EPR HOURLY RATE ON THIS SCHEDULE IS OBTAINED FROM THE 160 HOUR E/EPR SCHEDULE FOR TEACHING PARENTS. HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID ONE-HALF OF THE E/EPR HOURLY RATE.

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR HOURLY RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

IF AN EMPLOYEE WORKS MORE OR LESS THAN 120 HOURS IN A BIWEEKLY PERIOD, THE BIWEEKLY SALARY MUST BE ADJUSTED ACCORDINGLY. FOR EXAMPLE, IF AN EMPLOYEE IS ON LEAVE WITHOUT PAY FOR ONE FULL DAY (24-HOUR SHIFT), THE BIWEEKLY SALARY FOR AN EMPLOYEE AT GRADE 49, STEP 1 WOULD BE \$1142.40:

$$\begin{array}{rcl}
 104 (4 @ 16 + 5 @ 8) \times \$9.52 & = & \$990.08 \\
 32 (4 \times 8) \times \$4.76 & = & \$152.32 \\
 \hline
 & & \$1142.40
 \end{array}$$

ANY HOUR WORKED OVER THE BASE HOURS OF 120 IN A BIWEEKLY WORK PERIOD WILL BE PAID AT TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 10.50%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 05
CLASSIFIED TEACHING PARENTS
ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE
(160 HOURS)

EFFECTIVE DATE: **JULY 2005

<-HOURLY RATES->													<---- APPROXIMATE SALARY ---->		
E/EPR													WEEKLY		BI-WEEKLY
EPR	REGULAR	GRADE AND STEP											*WEEKLY	WITH OT	WITH OT
7.25	7.97	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	580.00	739.40	1,478.80
7.60	8.35	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	608.00	775.00	1,550.00
7.93	8.71	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	.....	634.40	808.60	1,617.20
8.29	9.11	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	.....	663.20	845.40	1,690.80
8.66	9.52	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	.....	692.80	883.20	1,766.40
9.06	9.95	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	.....	724.80	923.80	1,847.60
9.47	10.40	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	.....	757.60	965.60	1,931.20
9.91	10.89	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	.....	792.80	1,010.60	2,021.20
10.38	11.40	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	.....	830.40	1,058.40	2,116.80
10.85	11.92	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	.....	868.00	1,106.40	2,212.80
11.36	12.48	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	.....	908.80	1,158.40	2,316.80
11.90	13.07	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	.....	952.00	1,213.40	2,426.80
12.46	13.69	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	.....	996.80	1,270.60	2,541.20
13.04	14.33	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	.....	1,043.20	1,329.80	2,659.60
13.64	14.99	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	.....	1,091.20	1,391.00	2,782.00
14.30	15.71	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	.....	1,144.00	1,458.20	2,916.40
14.99	16.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	.....	1,199.20	1,528.60	3,057.20
15.69	17.24	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	.....	1,255.20	1,600.00	3,200.00
16.42	18.04	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	.....	1,313.60	1,674.40	3,348.80
17.18	18.88	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,374.40	1,752.00	3,504.00

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE FOR TEACHING PARENTS BY MULTIPLYING THE E/EPR HOURLY RATE BY THE FACTOR OF .91012 TO GET THE EPR HOURLY RATE.

TEACHING PARENTS ARE ASSIGNED FIVE 24-HOUR SHIFTS A WEEK. 8 HOURS OF EACH SHIFT IS EXCLUDED AS SLEEP TIME. THE WEEKLY SALARY IS INTENDED TO COMPENSATE THE EMPLOYEE FOR ALL OF THE BASE 80 HOURS WORKED IN THE WEEK. IT IS DERIVED BY MULTIPLYING THE EPR HOURLY RATE BY 80.

HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT AND CALCULATION OF OT WHEN AN EMPLOYEE WORKS MORE OR LESS THAN 80 HOURS A WEEK).

THE WEEKLY SALARY WITH OT IS BASED ON 40 HOURS OVERTIME A WEEK. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR RATE BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE WEEKLY SALARY TO ARRIVE AT THE WEEKLY SALARY WITH OT.

ANY HOUR OVER 80 WORKED IN A WEEKLY PERIOD IS PAID AT TIME-AND-A-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 19.75%.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 05
CLASSIFIED TEACHING PARENTS
ON EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE
(120 HOURS)

EFFECTIVE DATE: **JULY 2005

<-HOURLY RATES->														<-APPROXIMATE SALARY->	
EPR	E/EPR REGULAR	GRADE AND STEP												BASE BI-WEEKLY	BI-WEEKLY WITH OT
7.25	7.97	45-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	870.00	1,029.40
7.60	8.35	45-02	46-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	912.00	1,079.00
7.93	8.71	45-03	46-02	47-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	951.60	1,125.80
8.29	9.11	45-04	46-03	47-02	48-01	.....	.....	.....	.....	.....	.....	.....	.....	994.80	1,177.00
8.66	9.52	45-05	46-04	47-03	48-02	49-01	.....	.....	.....	.....	.....	.....	.....	1,039.20	1,229.60
9.06	9.95	45-06	46-05	47-04	48-03	49-02	50-01	.....	.....	.....	.....	.....	.....	1,087.20	1,286.20
9.47	10.40	45-07	46-06	47-05	48-04	49-03	50-02	51-01	.....	.....	.....	.....	.....	1,136.40	1,344.40
9.91	10.89	45-08	46-07	47-06	48-05	49-04	50-03	51-02	52-01	.....	.....	.....	.....	1,189.20	1,407.00
10.38	11.40	45-09	46-08	47-07	48-06	49-05	50-04	51-03	52-02	53-01	.....	.....	.....	1,245.60	1,473.60
10.85	11.92	45-10	46-09	47-08	48-07	49-06	50-05	51-04	52-03	53-02	54-01	.....	.....	1,302.00	1,540.40
11.36	12.48	55-01	46-10	47-09	48-08	49-07	50-06	51-05	52-04	53-03	54-02	.....	.....	1,363.20	1,612.80
11.90	13.07	55-02	.....	47-10	48-09	49-08	50-07	51-06	52-05	53-04	54-03	.....	.....	1,428.00	1,689.40
12.46	13.69	55-03	.....	.....	48-10	49-09	50-08	51-07	52-06	53-05	54-04	.....	.....	1,495.20	1,769.00
13.04	14.33	55-04	.....	.....	.....	49-10	50-09	51-08	52-07	53-06	54-05	.....	.....	1,564.80	1,851.40
13.64	14.99	55-05	.....	.....	.....	.....	50-10	51-09	52-08	53-07	54-06	.....	.....	1,636.80	1,936.60
14.30	15.71	55-06	.....	.....	.....	.....	.....	51-10	52-09	53-08	54-07	.....	.....	1,716.00	2,030.20
14.99	16.47	55-07	.....	.....	.....	.....	.....	.....	52-10	53-09	54-08	.....	.....	1,798.80	2,128.20
15.69	17.24	55-08	.....	.....	.....	.....	.....	.....	.....	53-10	54-09	.....	.....	1,882.80	2,227.60
16.42	18.04	55-09	.....	.....	.....	.....	.....	.....	.....	.....	54-10	.....	.....	1,970.40	2,331.20
17.18	18.88	55-10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,061.60	2,439.20

THE BASE BIWEEKLY SALARY ON THIS SCHEDULE WAS DEVELOPED FROM EMPLOYER PAY COMPENSATION SCHEDULE FOR TEACHING PARENTS WORKING 160 HOURS BIWEEKLY BY MULTIPLYING THE EPR HOURLY RATE BY 120.

TEACHING PARENTS ON THIS SCHEDULE ARE ASSIGNED FIVE 24-HOUR SHIFTS THE FIRST WEEK OF A BIWEEKLY WORK PERIOD AND FIVE 8-HOUR SHIFTS THE SECOND WEEK OF THE WORK PERIOD. 8 HOURS OF EACH 24-HOUR SHIFT IS EXCLUDED AS SLEEP TIME. THE BASE BIWEEKLY SALARY FOR WEEKS 1 AND 2 COMBINED IS INTENDED TO COMPENSATE THE EMPLOYEE FOR 120 HOURS, EXCLUDING OVERTIME.

HOURS WORKED OR IN PAID STATUS WHICH EXCEED 8 HOURS IN A WORK DAY ARE PAID AT ONE-HALF OF THE E/EPR HOURLY RATE (SEE TEACHING PARENT E/EPR SCHEDULE FOR THE DEVELOPMENT OF THE WEEKLY SALARY WITH OT RATE).

THE BIWEEKLY SALARY WITH OT IS BASED ON 40 HOURS OF OVERTIME IN A BIWEEKLY PERIOD. THE HALF-TIME LIABILITY RATE FOR EACH HOUR WORKED OVER 8 IN A DAY IS DETERMINED BY MULTIPLYING THE E/EPR BY .5. THE HALF-TIME LIABILITY RATE IS MULTIPLIED BY 40 AND ADDED TO THE BASE BIWEEKLY SALARY TO ARRIVE AT THE BIWEEKLY SALARY WITH OT.

ANY HOURS WORKED OVER THE BASE HOURS OF 120 IN THE BIWEEKLY WORK PERIOD WILL BE PAID TIME-AND-ONE-HALF THE EMPLOYEE/EMPLOYER HOURLY RATE.

*THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT EMPLOYER PAY CONTRIBUTION PLAN IS 19.75%. THE CONTRIBUTION RATE IS APPLICABLE TO THE BASE HOURS (BASE BIWEEKLY SALARY) EXCLUDING OVERTIME.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 08
CLASSIFIED 24-HOUR SHIFT FIREFIGHTERS
ON POLICE-FIRE EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN (EES/ERS)
COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2005

<-- HOURLY RATES -->		<----- GRADE AND STEP ----->						<----- SALARY ----->	
BASE	O/T							BI-WEEKLY	ANNUAL *
10.56	14.78	28-01	.....	.....	.....	.....		1,182.72	30,750.72
11.00	15.40	28-02	.....	.....	.....	.....		1,232.00	32,032.00
11.45	16.03	28-03	.....	.....	.....	.....		1,282.40	33,342.40
11.94	16.72	28-04	31-01	.....	.....	.....		1,337.28	34,769.28
12.44	17.41	28-05	31-02	.....	.....	.....		1,393.28	36,225.28
12.99	18.19	28-06	31-03	33-01	.....	.....		1,454.88	37,826.88
13.54	18.95	28-07	31-04	33-02	.....	.....		1,516.48	39,428.48
14.13	19.78	28-08	31-05	33-03	35-01	.....		1,582.56	41,146.56
14.76	20.66	28-09	31-06	33-04	35-02	.....		1,653.12	42,981.12
15.41	21.57	28-10	31-07	33-05	35-03	37-01		1,725.92	44,873.92
16.08	22.51	.....	31-08	33-06	35-04	37-02		1,800.96	46,824.96
16.81	23.53	.....	31-09	33-07	35-05	37-03		1,882.72	48,950.72
17.56	24.59	.....	31-10	33-08	35-06	37-04		1,966.72	51,134.72
18.36	25.70	.....	.....	33-09	35-07	37-05		2,056.32	53,464.32
19.21	26.89	.....	.....	33-10	35-08	37-06		2,151.52	55,939.52
20.07	28.10	.....	.....	.....	35-09	37-07		2,247.84	58,443.84
20.99	29.38	.....	.....	.....	35-10	37-08		2,350.88	61,122.88
21.96	30.74	.....	.....	.....	.....	37-09		2,459.52	63,947.52
22.97	32.16	.....	.....	.....	.....	37-10		2,572.64	66,888.64

PURSUANT TO SUBSECTION 4 OF NRS 284.180, 24-HOUR SHIFT FIREFIGHTERS ARE DEEMED TO WORK AN AVERAGE OF 56 HOURS PER WEEK AND 2,912 HOURS IN A YEAR. OVERTIME IS PAID FOR THE DIFFERENCE BETWEEN THE OVERTIME THRESHOLD OF 53 HOURS PER WEEK AND THE AVERAGE OF 56 HOURS PER WEEK.

PER THE AGREEMENT SIGNED BY THE FIREFIGHTERS, OVERTIME MUST BE PAID AT THE HIGHER HOURLY RATE FROM THE 80-HOUR E/EPR COMPENSATION SCHEDULE. SINCE THE BASE HOURS HAVE BEEN PAID, ONLY THE ADDITIONAL HALF-TIME OR 3 HOURS BIWEEKLY IS PAID AT THE HIGHER HOURLY RATE OF PAY. ADDITIONAL OVERTIME BEYOND THE 56-HOUR AVERAGE PER WEEK IS PAID AT THE HIGHER OVERTIME HOURLY RATE OF PAY.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT POLICE/FIRE EMPLOYEE/EMPLOYER PAY CONTRIBUTION PLAN IS 16.50%.

* ANNUAL SALARY FOR 26 PAY PERIODS.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.

PAY POLICY 09
CLASSIFIED 24-HOUR SHIFT FIREFIGHTERS
ON POLICE-FIRE EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: **JULY 2005

<-- HOURLY RATES -->		<----- GRADE AND STEP ----->					<----- SALARY ----->	
BASE	O/T						BI-WEEKLY	ANNUAL *
9.06	14.78	28-01	.....	.....	.....	.....	1,014.72	26,382.72
9.44	15.40	28-02	.....	.....	.....	.....	1,057.28	27,489.28
9.82	16.03	28-03	.....	.....	.....	.....	1,099.84	28,595.84
10.24	16.72	28-04	31-01	.....	.....	.....	1,146.88	29,818.88
10.67	17.41	28-05	31-02	.....	.....	.....	1,195.04	31,071.04
11.14	18.19	28-06	31-03	33-01	.....	.....	1,247.68	32,439.68
11.61	18.95	28-07	31-04	33-02	.....	.....	1,300.32	33,808.32
12.12	19.78	28-08	31-05	33-03	35-01	.....	1,357.44	35,293.44
12.66	20.66	28-09	31-06	33-04	35-02	.....	1,417.92	36,865.92
13.22	21.57	28-10	31-07	33-05	35-03	37-01	1,480.64	38,496.64
13.79	22.51	.....	31-08	33-06	35-04	37-02	1,544.48	40,156.48
14.42	23.53	.....	31-09	33-07	35-05	37-03	1,615.04	41,991.04
15.06	24.59	.....	31-10	33-08	35-06	37-04	1,686.72	43,854.72
15.75	25.70	.....	.....	33-09	35-07	37-05	1,764.00	45,864.00
16.48	26.89	.....	.....	33-10	35-08	37-06	1,845.76	47,989.76
17.22	28.10	.....	.....	.....	35-09	37-07	1,928.64	50,144.64
18.00	29.38	.....	.....	.....	35-10	37-08	2,016.00	52,416.00
18.84	30.74	.....	.....	.....	.....	37-09	2,110.08	54,862.08
19.70	32.16	.....	.....	.....	.....	37-10	2,206.40	57,366.40

PURSUANT TO SUBSECTION 4 OF NRS 284.180, 24-HOUR SHIFT FIREFIGHTERS ARE DEEMED TO WORK AN AVERAGE OF 56 HOURS PER WEEK AND 2,912 HOURS IN A YEAR. OVERTIME IS PAID FOR THE DIFFERENCE BETWEEN THE OVERTIME THRESHOLD OF 53 HOURS PER WEEK AND THE AVERAGE OF 56 HOURS PER WEEK.

PER THE AGREEMENT SIGNED BY THE FIREFIGHTERS, OVERTIME MUST BE PAID AT THE HIGHER HOURLY RATE FROM THE 80-HOUR E/EPR COMPENSATION SCHEDULE. SINCE THE BASE HOURS HAVE BEEN PAID, ONLY THE ADDITIONAL HALF-TIME OR 3 HOURS BIWEEKLY IS PAID AT THE HIGHER RATE OF PAY. ADDITIONAL OVERTIME BEYOND THE 56-HOUR AVERAGE PER WEEK IS PAID AT THE HIGHER OVERTIME HOURLY RATE OF PAY.

THE CONTRIBUTION RATE FOR MEMBERS OF THE RETIREMENT SYSTEM WHO ELECT POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN IS 32.00% WHICH INCLUDES 01.00% FOR THE SPOUSE OPTION.

* ANNUAL SALARY FOR 26 PAY PERIODS.

**EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2005.